

**Date:** September 1, 2015

**To:** The Honorable Mayor and City Council

**From:** Tanya Wilson-Sejour, Planning Manager, CP&D



**Re:** **Develop Local Preference Job Plan and Associated Job Registry**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, TO ESTABLISH A LOCAL PREFERENCE PLAN AND ASSOCIATED JOB REGISTRY TO ENCOURAGE GREATER OPPORTUNITIES TO CREATE LOCAL JOBS FOR NORTH MIAMI RESIDENTS AS A BIPRODUCT OF CITY FUNDED PROJECTS RECEIVING AWARDS, GRANTS AND SUBSIDIES; PROVIDING FOR AN EFFECTIVE DATE AND FOR ALL OTHER PURPOSES.**

**RECOMMENDATION**

That the Mayor and City Council adopts the Resolution authorizing city administration to prepare a Local Preference Job Plan and associated registry and to take necessary steps to identify a qualified employment agency to assist with the creation and administration of said job registry.

**PURPOSE & INTENT**

The proposed resolution, sponsored by Councilman Alix Désulmé, serves as a declaration to promote local economic development in order to improve the living standards, reduce income inequalities, and promote social mobility in the City. Specifically, the resolution seeks to provide economic opportunities for North Miami residents through the hiring of economically challenged or disadvantaged individuals on City funded projects. Additionally, the resolution seeks authorization for staff to prepare a Local Preference Job Plan and to take necessary steps to identify a qualified employment agency to assist with the creation and administration of said job registry. Through the program, contractors will be encouraged to work with the selected employment agency, and their contract partners as a first source for the recruitment and possible employment of employees for work on City-funded projects. Lastly, if approved the resolution would also allow City staff to further develop specific guidelines to support smooth implementation of the program.

### **BACKGROUND**

Goal 9 of the City's Comprehensive Plan requires that "the City create an environment that will enhance the economic prosperity of local businesses and attract new business(es) while improving the quality of life for all of its citizens". As such, in order to advance the vision of the City's Comprehensive Plan and establish greater opportunities for the residents of North Miami, the City Council adopted a Downtown Master Plan in May 2013, and a Concept Plan in November 2014 in an effort to support local economic development conducive to new employment opportunities and increased tax revenues for the overall benefit of the community.

A recent study conducted by the City indicates that several neighborhoods face deep pocket of poverty, and the City's slow job growth rate have major impacts on income inequality with adverse consequence on City-provided social services. In fact, the City faces unemployment levels that have risen dramatically during the recent economic downturn and have yet to return to acceptable levels. As of the second quarter of 2015, unemployment in the City sits at 7.2% down from 9.8% in 2014, and 10.23% in 2010, which albeit on the decline still remains well above neighboring cities and the national average of 5%. Whether caused by a sluggish economy, unemployment creates lasting difficulties for the unemployed and for the local economy as a whole since those without steady income often rely on local government assistance and subsidies. **Poverty and deprivation accompany unemployment as well. In 2013, the US Census Bureau estimated that 26.7% of the population of North Miami fell below the poverty line.** This figure is approximately 7% higher than the poverty rate in Miami-Dade County, 10% higher than in Florida, and 11% higher than in the entire United States. Alarming enough, the poverty crisis strikes hard at the young population as almost 10% of North Miami's population living in poverty is under the age of 18 years.

With these threats looming, the City cannot afford to let a large segment of its population lose out on all benefits that come from working, which is the earnings, the experience, the self-esteem, and the skills development. Annually, the City spends a substantial portion of its budget procuring goods and services and implementing capital projects. Therefore, City funded projects provide a promising avenue to connect residents of North Miami with employment generated by City's public expenditure.



### **CONCLUSION**

City Administration believes the proposed resolution serves as an important public endorsement that demonstrates the City's commitment to remove obstacles limiting full access of local residents to employment opportunities created by City's public investment, thereby curbing high unemployment, limiting demand on social services, and improving living standards of residents. Furthermore staff believes the proposed resolution is a bold declaration that North Miami is committed to combat the economic and social ills, that is destroying the social fabric and tarnish the image of the City. As such, staff recommends approval and adoption of the proposed resolution.

TWS/jd

Attachment(s):     1. Proposed Resolution

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL  
OF THE CITY OF NORTH MIAMI, FLORIDA,  
ESTABLISHING A LOCAL PREFERENCE JOB PLAN AND  
ASSOCIATED JOB REGISTRY TO ENCOURAGE  
GREATER JOB OPPORTUNITIES FOR NORTH MIAMI  
RESIDENTS AS A BI-PRODUCT OF PROJECTS  
RECEIVING CITY FUNDED AWARDS, GRANTS AND  
SUBSIDIES; PROVIDING FOR AN EFFECTIVE DATE AND  
FOR ALL OTHER PURPOSES.**

**WHEREAS**, the unemployment rate in the City of North Miami ("City") is extremely high; and

**WHEREAS**, the City awards a substantial amount of dollars in contracts for goods and services each year, and provides substantial funding to support local businesses through various grants and subsidies which results in the creation of a variety of employment opportunities; and

**WHEREAS**, these contracts are funded for with taxpayer dollars and should be performance based in order to promote jobs that will increase consumer income, decrease levels of poverty, invigorate neighborhood businesses and reduce the need for taxpayer-funded social service programs; and

**WHEREAS**, the City desires to build upon its existing local preference initiative found in Section 7-151 of the City Code of Ordinances by developing criteria through the creation of a Local Preference Plan, to encourage the hiring of qualified North Miami residents for City funded projects receiving award or grant subsidies for (but not limited to) capital projects, business recruitment and façade programs; and

**WHEREAS**, the City seeks to establish a Local Preference Job Plan which outlines specific performance based criteria to encourage contractors or companies receiving City funds to set aside a percentage of available jobs for North Miami residents; and

**WHEREAS**, in an effort to implement the goals and objectives of said plan, the City seeks to identify a qualified employment referral agency to assist with the creation of a job registry, program administration, employee training, and matching of local residents with available vacant jobs.

**NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:**

**Section 1.**     **Authorization to create a Local Preference Job Plan.** The Mayor and City Council of the City of North Miami, Florida, hereby authorize the City Manager or his designee to prepare a Local Preference Job Plan.

**Section 2.**     **Authorization to establish Job Registry and identify referral agency.** The Mayor and City Council of the City of North Miami, Florida, hereby authorize the City Manager to identify a qualified employment agency to assist with the creation and administration of said job registry.

**Section 3.**     **Effective Date.** This Resolution shall become effective immediately upon adoption.

**PASSED AND ADOPTED** by a \_\_\_\_\_ vote of the Mayor and City Council of the City of North Miami, Florida, this \_\_\_\_ day of \_\_\_\_\_, 2015.

\_\_\_\_\_  
DR. SMITH JOSEPH  
MAYOR

ATTEST:

\_\_\_\_\_  
MICHAEL A. ETIENNE, ESQ.  
CITY CLERK

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

\_\_\_\_\_  
ROLAND C. GALDOS, ESQ.  
CITY ATTORNEY

SPONSORED BY: COUNCILMAN ALIX DESULME

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

**Vote:**

Mayor Smith Joseph, D.O., Pharm. D.

Vice Mayor Carol Keys, Esq.

Councilman Scott Galvin

Councilman Philippe Bien-Aime

Councilman Alix Desulme

\_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

\_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

\_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

\_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

\_\_\_\_\_ (Yes) \_\_\_\_\_ (No)